

Hoffa Slate Broke?

The Hoffa Campaign says it can't pay its debts. But guess which millionaire running mates barely contributed a dime.

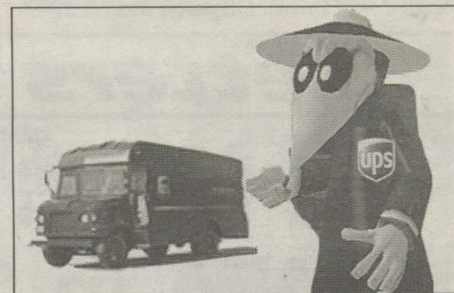
Page 5.



UPS's New Spyware

Brown's new spy technology will monitor drivers like never before.

Page 6.



CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 • www.tdu.org

March 2007 # 240

Teamster Showdown

- **Four showdowns with employers where our union rights are on the line.**
- **What's at stake and what it will take to win.**



It's Our Future

We'll Fight for It!

Our contracts, pensions and union standards are on the line in showdowns with employers in four core Teamster industries.

Teamsters are still waiting to hear a plan to win these battles that we can unite behind.

In the meantime, members are getting involved with rank-and-file campaigns to fight for our future—and make sure IBT leaders don't sell us short.

Early Bargaining at UPS

UPS is making record profits and the next contract will be the richest in history.

Members have launched the *Make UPS Deliver* campaign to make sure that UPS puts enough of those record profits on the table to end the cuts in Teamsters' pensions and retiree healthcare—and improve our benefits for the future.

The campaign is also highlighting the need for stronger contract language to resolve chronic quality of worklife issues at Big Brown.

Rebuilding Our Power in Freight

The future of the National Master Freight Agreement may very well ride on negotiations where no freight Teamsters are at the table: namely, UPS Freight (formerly Overnite).

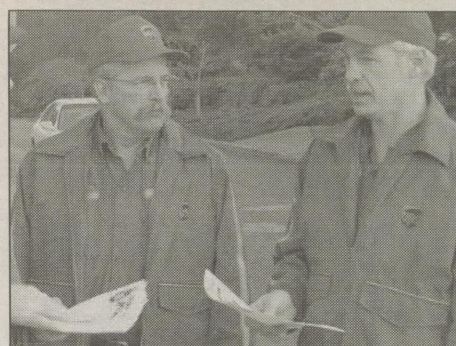
Get it Straight at UPS Freight is a new campaign by freight Teamsters to support our union's efforts to win a national contract at UPS Freight that matches NMFA standards and includes the company's employees in our Teamster pension plans.

Car haulers Fight Concessions

The IBT isn't silent on the fight for our future in the carhaul industry. Instead, they have taken the wrong side.

The Hoffa administration inked a tentative deal to impose 15 percent wage cut and three-year wage freeze on 3,500 Teamster car haulers at Allied.

Carhaul Teamsters are preparing to vote on the deal, which if approved, would be the largest concession ever in a national Teamster contract.



Members Unite to Make UPS Deliver.

UPS's record profits mean the money is there to restore Teamster benefits and improve working conditions.

Full UPS Coverage, pgs. 6-7.



Teamster Standards in Freight on the Line

The outcome of UPS Freight bargaining will either strengthen or undercut our NMFA and Teamster pensions.

Full Freight Coverage, pgs. 4-5.



Car haulers Vote on Historic Concessions

The Hoffa administration has inked a tentative deal to gut Teamster standards at the largest carhaul carrier.

See story, page 3.



Kroger Teamsters Fight for Jobs

As Local 89 members fight outsourcing in Louisville, a national strategy is needed to protect grocery Teamsters.

See story, page 3.

Letters From Our Members

We Need a Strong NMFA in 2008

Our NMFA is up March 31, 2008, and we need Mr. Hoffa and the International Negotiations Committee to stop treating freight Teamsters like second class union members. We are paid far short of the UPS drivers, yet we do the same work as they do, plus the additional responsibility of hauling hazmats. We also have to work forced overtime and our companies manipulate workers into doing the work of three or more employees for the salary of one.

After our last contract was approved, our union said we "negotiated the best and most lucrative contract in the history of the Teamsters." I say, "That needs to be seen." The fact is, in the past ten years, our hourly rate went up only \$3.80.

Yellow Transportation has made record profits and owns multiple trucking companies (Roadway, New Penn, Holland, Reddaway, Meridian IQ, Reimer Express). Our union needs to make our unionized companies bring more than 25, 35, and 50 cent raises to the bargaining table.

Mike Caperino
Local 641, Yellow
Union, N.J.



Harley Solidarity

Our brothers and sisters in the machinists union at Harley Davidson are in a battle that could relate to us in the future. Remember how we voted in the present freight contract with Hoffa's word that there would be no significant changes in the health and welfare? Almost immediately deductibles increased and our health insurance coverage decreased. Retirement plans also took the hit, even in fully funded plans like the Western Conference. It ended up leaving us with the worst health and retirement benefits I've had in my 22-plus years as a Teamster.

One of the main issues at Harley Davidson is that employees are picking up more expenses for their health insur-

ance. At least they saw it coming before it hit them and were able to make a choice! Another big issue is having a two-tiered wage system. Unfortunately, this is something most of us gave up years ago to insure "job security."

I know there are a lot of Teamsters out there who ride Harley Davidsons, not just because they're the best motorcycle made, but because they're made by Americans with union wages. Please support our Harley machinists because if they are able to hold onto their benefits, it may give us a bit of leverage to restore the ones we lost—or at least keep what we have.

Steve Matson
Local 413, Yellow
Columbus, Ohio

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Don't Neglect Retirees

The other day I was asked by an active Teamster if I thought that the companies, insinuating UPS seeing how their contract is coming to the bargaining table more than a year early, need to pay more toward the health and welfare of the union members. My reaction was probably not what my friend was expecting.

I informed him that I worked at UPS for over 30 years and I do not know of one time that they did not live up to what they had agreed to do for me when it came to my union negotiated benefits. On the other hand, the Central States Health and Welfare Trustees did not, as we retirees would not be paying 1,000% more for less coverage than we had before we retired. By less coverage I mean losing your dental and visual as well as any dependents, not to mention losing (ALL) your benefits at age 65.

I am quite sure if our union leadership had to abide by the same rules that we are forced to live under things would be much different. But when you can draw multiple pensions and have the life long family insurance coverage as well as no reemployment restrictions, why would you give a damn! Bottom line, if our money is misused by our leadership for their personal gain then what good would it do for the employers, when it's quite evident the money does not benefit their employees.

Oh! And just for the sake of getting it off my chest, I think every Feb. 1 we should be out in front of our locals picketing the unfair treatment of Teamster retirees!

Once a Proud Teamster,
Wayne Sharp
Local 89, retiree
Louisville, Ky.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Concessions Package Threatens Carhaul National Contract

Allied Teamsters to Vote

In February the Hoffa administration made a tentative deal with Yucaipa, a private investment firm, to impose a 15 percent wage cut on 3,500 U.S. Teamster carhaulers at Allied Holdings. Wages will be frozen for three years. If Yucaipa can take control of Allied's management, the deal will go to Teamster members for a vote in March.

If this deal is approved, it would be the largest concession ever given in a national Teamster contract. Even worse, it could signal the end of the national contract and a disaster for pattern bargaining in trucking.

Allied is the largest car carrier in North America, and Yucaipa already owns the second-largest, Performance Transportation Services (PTS). Together the two companies haul a majority of all cars and trucks made and imported.

As we go to press, meetings have been held in Detroit, Ft. Wayne and Dayton where Carhaul Director Fred Zuckerman tried to sell members on the deal, but most were not buying. The 300 Teamsters at the Michigan meeting told Zuckerman they don't want the deal. Drivers from Detroit, owner-operators from Flint, and brothers from Pontiac took the floor to say "No." Teamsters in Ft. Wayne, Ind. and Dayton, Ohio voiced their objections as well.

St. Louis Local 604 has filed charges under the IBT Constitution Article 12, Section 2(b), for undercutting the existing contract and the contract standards of the members of Local 604.

The IBT is selling fear, which is management's game. Instead of distributing the actual deal they signed, they passed

out a scare sheet showing that the proposed concessions are not as bad as Allied's outlandish demands.

They say nothing about the key question: How can they sign three years of big concessions and then turn around and negotiate a new contract with the other carriers next year? By the end of May when a two percent raise kicks in, Allied Teamsters would be making 83 percent of what other Teamsters make. Other employers are already saying they will demand the same deal if Allied gets it.

This industry is heavily unionized, more than any other in trucking. There are few shippers—the auto companies—who must move their product. Other carriers, including Jack Cooper and Cassens, would love to take over some of this business. Yucaipa's own PTS is now buying Allied's Canadian operation, absorbing 1,200 Teamsters there at union scale.

If the IBT can't step into this situation and do better than giving up, and help arrange for other union carriers to absorb Allied's business and workers in the event they shutdown, we have to wonder why we pay them the big bucks.

We can all respect anyone's fear of losing their job. It's real. But this union wasn't built on fear. Instead of scare tactics, our leaders should be leading.

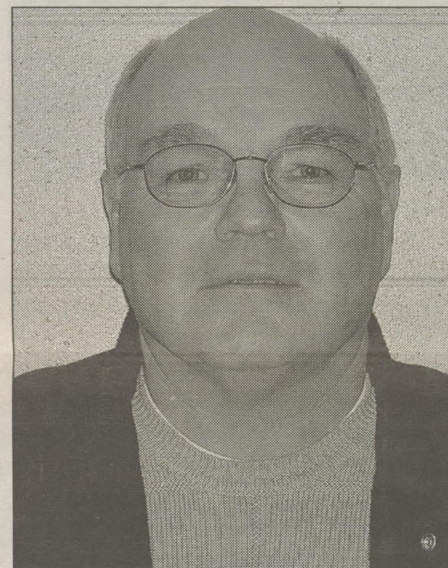
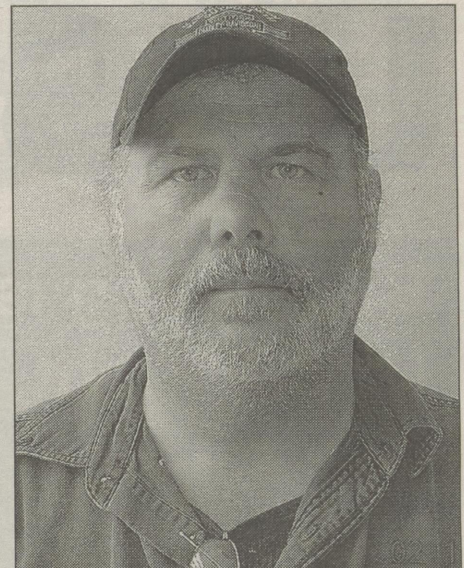
It's not too late for them to start. Allied Teamsters, and all carhaulers, will unite behind a program to save our contract and good Teamster jobs.

Go to www.tdu.org for updates on this situation, informational leaflets, a full copy of the proposed concessionary deal, and a copy of the charges filed by Local 604.

Don't Let Our Contract Go Down the Drain

"They need us. We've got the skills and the profession. We didn't fight all these years to get a decent contract to let it go down the drain. We need to preserve our national contract. They can't move the cars without us. I'm voting 'No!'"

Gary McCuiston
Local 299, Allied
Detroit



Fed Up with Givebacks

"My sense is most of us at Allied are fed up with giving up concessions. Teamster members have already done our bit to keep this company afloat. If Allied can't make it, so be it. It's time to take a stand. Vote 'No!'"

Mike Boudreau
Local 332, Allied
Flint, Mich.

Showdown at Kroger

Louisville Teamsters Fight Outsourcing

As *Convoy* goes to press, Louisville Teamsters are getting ready to stand up to third-party outsourcing at Kroger's Kentucky Distribution Center.

On Thursday, Feb. 15, Kroger turned over its trucking operation at the warehouse to Transervice Logistics. Over 220 Local 89 drivers are now working for Transervice without a Teamster contract.

Kroger is expected to turn over the warehouse operations to Zenith Logistics at 6 a.m. on Thursday, Feb. 22. This move will leave another 580 Teamsters without a contract.

Local 89 Teamsters voted unanimously in January to strike when Kroger went third-party. Kroger lined up temps and

beefed up security for the first outsourcing on Feb. 15, but Local 89 President Fred Zuckerman did not call a strike.

Strike Possible

Louisville Teamsters are prepared to hold the line against outsourcing. "Kroger won't stop with us," says Local 89 member Nathan Perrett. "Ralphs and other Kroger Teamsters—they're the next target."

This issue is not just for Kroger members. Outsourcing is a critical issue for Teamster jobs at distribution centers and warehouses. We need a national strategy to protect our jobs and our contracts.

Pensions, Wages in Play

Canadian Allied Teamsters Stand United

As U.S. Allied Teamsters may soon be voting on drastic concessions, Allied Teamsters in Ontario and Quebec are standing united, with pensions and wages being key issues.

The next bargaining round is set for early March, but with the report that PTS is buying Allied-Canada, a question mark hangs over the negotiations.

Allied employs about 700 Teamsters in Eastern Canada, more than the other companies—PTS, Cassens, and Gen Auto—combined. PTS has already settled with the Teamsters, for a cheap raise of just one cent per running mile for each of the three years in the contract.

In January the Allied stewards walked out on their union leaders from Toronto Local 938 over the issue of winning the right to elect their pension trustees for the Eastern Canadian car carriers' pension plan. The stewards on the bargaining committee want that guaranteed in the

contract, to protect their pension from a takeover.

The wage issue has not yet come to the table. With Yucaipa's deep pockets now in the picture, Allied Teamsters are not going to be in the mood to give anything away.

"Time is on our side now. We're not going to settle short."

One Allied driver told us "Time is on our side now. We're not going to settle short, especially with the stewards united."

Teamsters in the U.S. and Canada are in important struggles to maintain our contracts—it's time for solidarity of all Teamsters at Allied-PTS. United against concessions on both sides of the border, we all win.

Get It Straight at UPS Freight

Bargaining is underway at UPS Freight, formerly Overnite.

Nothing less than the future of Teamster Power in trucking is on the line.

Rank-and-file Teamsters are launching a campaign to build support for our union's efforts to win a strong national contract at UPS Freight—and to make sure that the Hoffa administration does not mortgage our future by settling short.

Under the slogan *Get It Straight at UPS Freight*, Teamsters are unifying behind the three absolute must-haves in any Teamster contract with UPS Freight:

- A national contract, covering all UPS Freight workers.
- A contract that matches or exceeds the National Master Freight Agreement, with no concessions.
- The inclusion of all UPS Freight workers in our Teamster Pension Plans, not a UPS corporate plan or 401(k).

Settling short on any of these three points will put Teamster jobs, benefits and union standards at risk—both at UPS and in the freight industry.

National Contract

Eight months ago, Hoffa announced that a "historic card-check agreement will soon bring 12,000 UPS Freight employees under IBT contract." The IBT now says there are more than 15,000 potential Teamsters at UPS Freight. But for now, our union leadership is bargaining at just one terminal in Indianapolis, which employs 125 UPS Freight workers.

Hoffa has promised that the contract will be extended to all UPS Freight terminals across North America. That's a promise he needs to keep.

Early bargaining at UPS gives our union the leverage to achieve this goal. Shippers and stockholders are pressuring the company to settle the 2008 contract

this year.

We need to put the bargaining power of 200,000 plus Teamsters at UPS behind the 125 Teamsters at UPS Freight and win a master contract covering all UPS Freight Teamsters nationwide.

There should be no early settlement at UPS that doesn't include a national contract at UPS Freight.

Master Freight Standards in All Respects

UPS is the largest and most profitable transportation corporation in the world and it does not need concessions. If the Teamsters make givebacks to the top dog, we know they will spread.

Yellow Roadway's CEO has made clear any concessions given to UPS Freight will "set precedent" for the NMFA negotiations. UPS could also take advantage of givebacks at UPS Freight to shift tractor trailer work currently done by UPS feeder drivers into lower-cost freight operations.

It's common sense that we can't undermine the UPS or freight agreements by allowing these concessions.

On the positive side, if we win a strong contract at UPS Freight, that will protect Teamster standards, expand our holding in trucking by 15,000 Teamsters and position us to organize other nonunion trucking competitors.

Strengthen Teamster Benefits

This is perhaps the most critical of all issues: the UPS Freight contract must put all employees into our Teamster pension plans.

Get It Straight at UPS Freight

Organize Nationwide NMFA Standards Teamster Pension



www.tdu.org

New Freight Stickers

☐ 50—\$10 ☐ 100—\$15 ☐ 200—\$25 ☐ 500—\$50

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

☐ Check or money order enclosed

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

**Mail to: TDU, PO Box 10128, Detroit Mich. 48210
Or Call (313) 842-2600 or order online: www.tdu.org**

This will extend quality union pensions to our brothers and sisters at UPS Freight. And, it will strengthen our plans by adding 15,000-plus new participants from a growing carrier into the Western Conference Plan, Central States, New England, the Chicago plans, and all the Eastern Region plans.

Top Teamster officials have already hinted they may not bargain UPS Freight into the Central States Pension Plan. This would totally undermine the fight to restore our benefits.

Teamster Action Needed

If Hoffa is serious about reversing pension cuts and strengthening our benefits for the future, he has to draw a line in the sand at UPS Freight. If not here, where?

UPS Freight is our union's opportunity to win our biggest victory since the

1997 UPS strike—and we can't afford to fail. Achieving these three priority goals will protect the UPS and freight contracts, strengthen our pensions, and position us to organize the nonunion competition.

Failure would put our jobs and benefits at risk and undermine future organizing.

President Hoffa needs to make it clear he will settle for nothing short of a national contract that meets or exceeds UPS and NMFA standards and brings UPS Freight employees into Teamster pension plans across the country.

If and when he does, Teamster members need to get behind him to win at UPS Freight.

For now, the campaign to *Get It Straight at UPS Freight* is the best way to inform and unite Teamsters to achieve this critical victory.

Employer Contributions on Top of \$3 Million?

Hoffa Tries to Skip on Campaign Debt

James Hoffa's reelection campaign was the subject of a hearing before Election Appeals Master Kenneth Conboy on Feb. 21, after failing to pay \$110,000 to consultants hired by the campaign last fall. They claim they are broke, though millionaires on their slate contributed as little as \$5, \$60, and even zero.

The Hoffa Slate twisted the arms of International reps, IBT organizers and staff, and local union officials to collectively kick in over \$3 million—often in chunks of \$2,000, the maximum allowed under the rules. But most slate members contributed little themselves. Now they want permission to write off the campaign debt.

Barbara Harvey, attorney for Teamsters for a Democratic Union, has argued before the Election Supervisor and Appeals Master that it is illegal for Hoffa to accept contributions from employers and non-Teamster consultants

like Richard Leebove and that the Hoffa campaign must pay its debt.

Leebove was banned from the 1998 IBT campaign for an illegal \$167,000 employer contribution, and suspended from the 2001 campaign for hinting to IBT vendors they better donate to Hoffa to keep the business flowing.

Millionaires Can't Afford a Dime?

Hoffa's attorney, David Hoffa (son of James Hoffa), claims they just cannot afford to pay up, they are all tapped out. However, a review of the campaign documents shows that many of the millionaires on Hoffa's slate hardly contributed a thing to their campaign, while demanding thousands from their staff!

John Coli, who bagged \$362,000 from members' dues in 2005, contributed \$0 to the campaign. So did Carroll Haynes, another millionaire. Fred Gegare (total compensation \$262,000) was able to muster just \$5 for the campaign. John

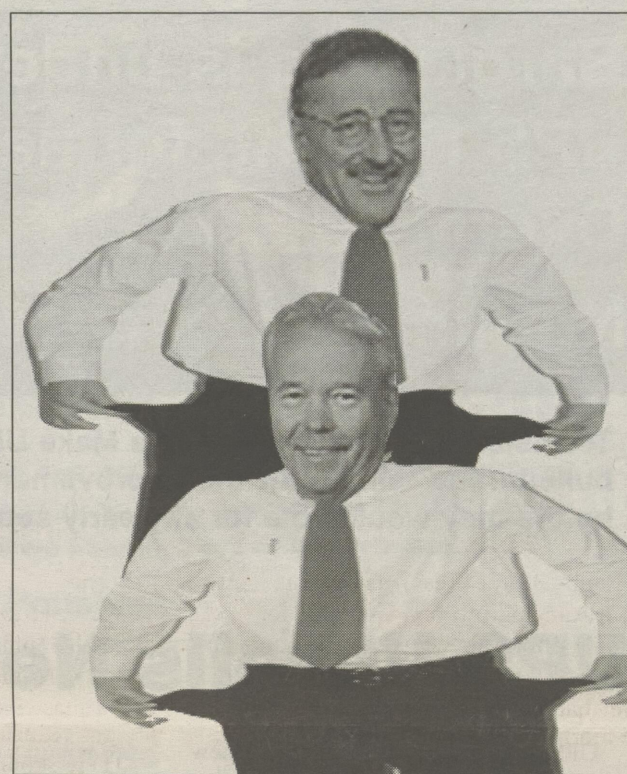
Murphy topped that with a total of \$20, and Tom Keegel donated a grand total of \$60.

Some slate members, like Jim Santangelo (\$283,000 total compensation in 2005) reached \$1,020 in contributions. James Hoffa contributed just \$3,500, and 20(!) members of his slate contributed less than that. The maximum allowed from candidates was \$10,000, and all these folks can afford that without denting their accounts.

So, millionaires who contributed \$5 want to take employer contributions for their campaign, after extorting \$2,000 donations from local officials across the country. Is that do-what-I-say-and-not-what-I-do or what?

All these figures come from official Campaign Contribution and Expense Reports, signed under penalty of perjury, by the candidates themselves.

The complete list of the 29 Hoffa slate candidates and their total donations to



The Biggest Cheapskates Slate? The Hoffa campaign shook down officials for over \$3 million, but they now claim they can't pay off their campaign debts. Tom Keegel donated only \$60 to the campaign. Fred Gegare gave only five bucks.

their campaign is available online at www.tdu.org or contact Teamsters for a Democratic Union for a copy.

Organizing UPS Freight

by Scott Webber
Recording Secretary
Local 728, Atlanta

When President Hoffa announced a card-check and neutrality agreement for UPS Freight at the Teamster Convention last June, I stood to applaud with all my brothers and sisters. I was running on the reform ticket with Tom Leedham, but when it comes to organizing, we're all united.

That was eight months ago. We've received reports that bargaining continues for one terminal in Indianapolis, and that the union will not settle without an agreement that we can take national, to cover all UPS Freight.

I represent freight Teamsters at Yellow, Roadway, and ABF. Our members know it is critical to expand our bargaining power, especially at UPS Freight. UPS has the deep pockets to chart the course for other employers.

Freight bargaining will start by the end of this year. UPS Freight Teamsters need a contract that lives up to NMFA standards so we can go into bargaining strong and united.

That will put wind in our sails and give our members confidence that we can win a good contract and build our union in the trucking industry.



"UPS Freight Teamsters need a contract that lives up to NMFA standards so we can go into bargaining strong and united."

**Scott Webber
Local 728
Recording Secretary
Atlanta**

Yellow Abandons 'Premium Service' Change of Ops

Yellow has abandoned its Change of Operations plan to expand its Premium Service in the East, South and Midwest, after the change was approved by the change of operations panel on Jan. 17. Apparently it was because the IBT Freight Division insisted on rules that would require it to run new Premium Service freight, not just converting existing three-day freight to two-day freight.

The panel's decision, at the insistence of the Teamster Freight Division, specifically ruled out conversion of existing freight to Premium Service. It also stated that management could not fill out PSE

trailers with other freight.

The union also put into the record terms from the agreement on ABF's operation, which would mean that if a regular road run was dropped when a PSE load moved from that terminal on the same day, the driver would have to be paid.

Faced with these reasonable terms, which merely aim to enforce the contract, management dropped the operation, at least for now. Premium Service was written into the contract to allow carriers to go for new business, not to rearrange existing business and break down our classifications of work.

Join Forces to Make UPS Deliver



Teamsters in Seattle pass out a Make UPS Deliver contract bulletin and talk about the improvements we need to win before they would vote for any early settlement.

Teamsters at UPS are building a national rank-and-file network to share information and unite members to Make UPS Deliver the contract we deserve. You can help.

✓ **Visit www.MakeUPSDeliver.org**

Sign up for email updates. You can also register to post comments and swap opinions with other UPS Teamsters.

✓ **Spread the Word**

Post and pass out contract updates where you work. Contact us and let us know you can be part of the Make UPS Deliver information network.

✓ **Have Your Say**

What do you think we need to win in this contract—and how can we unite our fellow Teamsters to achieve our goals?

Visit www.MakeUPSDeliver.org or contact Teamsters for a Democratic Union today.

UPS Unveils New Technology to Spy on Drivers

UPS is preparing to implement new technology that will monitor drivers like never before. With their new gadgets, the company won't have to send a supervisor on your route to spy on your methods. Their new technology amounts to an electronic OJS.

As part of early bargaining, our Teamster negotiators have proposed strong language to protect drivers from discipline resulting from the new technology. Winning this new language is a must.

The company is preparing to mount new sensors on package cars that will detect:

- If the package car is moving when the seatbelt is unbuckled
- How hard the brakes have been applied
- How long the driver backed up on an individual stop (time and distance and location)
- How much idle time a package car has
- If the bulkhead door is open while the vehicle is moving
- If the truck is in motion when the DIAD is not mounted in the holder

Tracking Your Every Move

UPS is also testing new technology for the DIAD IV that will monitor where you are when you perform DIAD functions to determine if you are where you are supposed to be when you are performing that function.

Your DIAD will identify whether you

are within a tenth of a mile of your delivery address when you scan a package, get a signature, or hit Stop/Complete. If you are more than a tenth of a mile away from your delivery address, then you will have to override in order to perform the function.

The company says this technology is to prevent misdeliveries. But it will give management a treasure chest of information they can use to harass us and to target drivers for discipline.

The company is claiming they have the right to unilaterally implement these changes by exploiting a loophole in the technological change language in our contract (Article 6, Section 4).

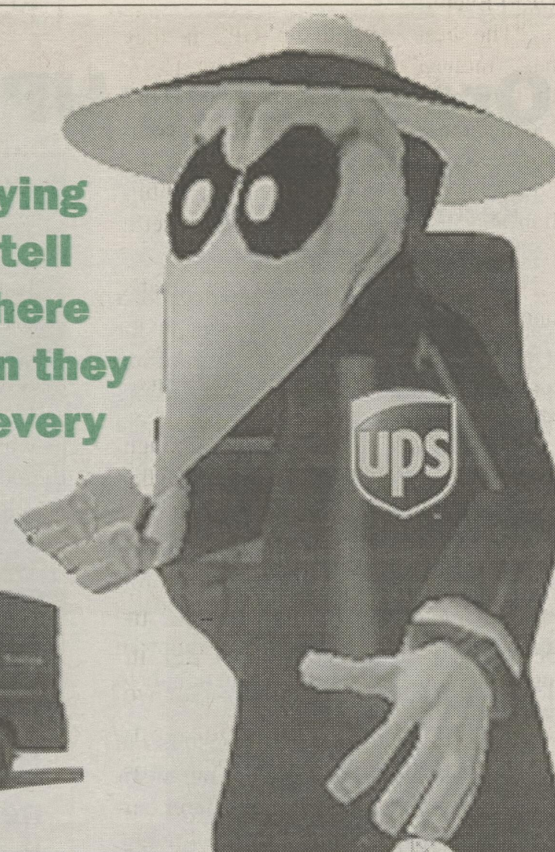
Management says its new spy-ware does not represent a "significant change in the work of the bargaining unit" so they don't need to negotiate regarding the effects of the proposed changes.

We Can Win Protections in Bargaining

As part of early bargaining, our union has put proposals on the table to tighten up this loophole. They have proposed that technological change be defined as "any change in equipment or materials which affects the work of the bargaining unit."

Our negotiators have also proposed new language that would prohibit the company from using information obtained solely from the DIAD, GPS or any monitoring technology as evidence

Brown's new spying technology will tell management where drivers are when they scan each and every package.



that an employee violated the contract or any company policy.

This is the kind of strong language we need to protect ourselves from the company's Big Brother spy tactics. Of course, the company will seek to water this language down.

Our National Negotiating Committee needs to alert members to the threat of this new technology and unite Teamsters

to protect ourselves from unfair discipline. An update on the status of bargaining over new "Technological Change" language (Article 6) would be a good place to start.

Contact TDU or visit www.makeups-deliver.org to see the contract language our National Negotiating Committee proposed to protect us from discipline from the company's new spying technology.

Record Profits Mean We Can't Afford to Settle Short Again

UPS's record profits guarantee that our next contract will be the richest in Teamster history. But we learned last time that money doesn't make the 'Best Contract Ever.' This time, we can't be fooled by the dollar signs.

UPS reported more good economic news last month. The money is there to pay to restore our benefits and address the many quality of worklife problems at Big Brown.

UPS reported a profit of \$1.13 billion in the fourth quarter of 2006. The results were 7.5 percent better than 2005's fourth quarter. Overall, UPS took in a record \$47.55 billion in revenue and \$4.2 billion in after-tax profits last year.

Brown's profits are up by more than 70 percent under the "Best Contract (for UPS) Ever."

"The best news about UPS is they have money," General President Hoffa told representatives from every UPS local at a meeting of the two-person committee in October. Hoffa said that the 2002 contract was worth almost \$10 billion and bragged, "We're going to set a record this time."

Unlike most Hoffa promises, that's one that you can take to the bank. Given the company's record profits, our next UPS contract is guaranteed to be the richest in Teamster history.

The question is will UPS put enough of its record profits on the table to end the

cuts in Teamsters' pensions and retiree healthcare—and improve our benefits for the future? And will we win the stronger contract language (and tougher enforcement) we need to resolve chronic problems like excessive overtime, supervisors working, more full-time jobs, and fairness for combo workers and part-timers?

Our next UPS contract is guaranteed to be the richest in Teamster history. Will UPS put enough of its record profits on the table to end the cuts in Teamsters' pensions?

That's how we've got to measure any contract put before us for a vote.

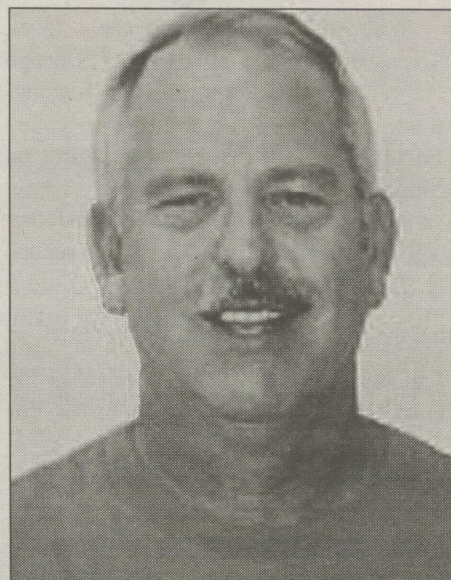
If a contract offer falls short of these goals, why would we settle early? We're going to have to live with our next contract for years to come.

If that takes bargaining through 2008 to win lasting solutions, that's what we should do.

Stronger Language

"UPS has the money to fix our benefits and we've got to get it. That's number one for me. But we also need to strengthen our contract language. We can't go another five years with the same excessive overtime, supervisors working, subcontracting and throw-away jobs for combo workers and part-timers. We made more than \$4 billion in profits for this company last year. It's time for UPS to produce for us."

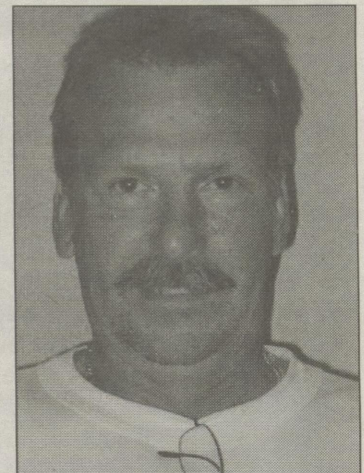
David Manolis
Local 391, Package Car
Lumberton, N.C.



Don't Settle Short

"My big fear is that UPS is going to try to buy this contract the way they bought the last one and that Hoffa is going to try to sell it the way he sold us the 'Best Contract Ever.' We can't let that happen again. We need a contract that will improve our benefits and improve our jobs. We can't settle short this time."

Wayne Phillips
Local 243, Package Car
Detroit



PLEASE POST

UPS Contract Scorecard

We need to make sure that any proposed contract strengthens our benefits and our rights. No early agreement for UPS unless we score the changes we need in each of these areas.

- ✓ **Restore Our Pensions**
UPS has to contribute the money we need to restore good Teamster pensions and affordable retiree healthcare. Written commitment on what benefits will be.
- ✓ **Improve Our Benefits**
Full maintenance of benefits. Affordable retiree healthcare for all.
- ✓ **Wage Increases**
Pay increases especially for combo workers and part-timers who start at just \$8.50 an hour.
- ✓ **End Excessive Overtime**
We need strong language with teeth that provides real relief from excessive overtime.
- ✓ **Stop Supervisors Working**
Stop UPS and make them pay for violations big time.
- ✓ **Stop Feeder Subcontracting**
Protect feeder jobs by strengthening language and enforcing it.
- ✓ **Fairness for Combo Workers**
Fix Article 22.3 and 40 to improve combo jobs, bidding, seniority and other Teamster rights.
- ✓ **15,000 More Full-Time Jobs**
More and better full-time job opportunities at UPS.
- ✓ **Unionize UPS Freight Nationwide**
Bring all UPS Freight workers under a Teamster contract that matches union standards at both UPS and in freight—and strengthens our pension funds.
- ✓ **A Fair Shake for Teamsters at CSI**
UPS is about more than parcel. National scale for pay and benefits for the 3,000 Teamsters at UPS Cartage Services Inc.

makeUPSdeliver.org



Now Is the Time to Win Strong Contracts

Minnesota Teamsters Organize Rank-and-File Contract Campaign

Now is the time to win a strong new contract for the 1,200 Local 320 Teamsters at the University of Minnesota, members say. "We're bargaining from a position of strength this year," said Erik Jensen, a janitor at the University. "Some of the new people in the legislature got there because voters are so mad at funding cuts for education. We've got to use this opportunity to get the best contract we can for the workers who make the school operate."

The Local 320 contract expires on July 1. In March members of the bargaining unit, custodial, cafeteria, and grounds crews at the university, will elect a negotiating committee.

Grassroots Campaign

Rank-and-file Teamsters are organizing a grassroots contract campaign to help win a strong contract.

Jensen and other reform-minded Teamsters are running for the bargaining committee. The membership has elected Jensen to the bargaining committee for the last five contracts.

"Our union leaders usually don't have an organized plan," said David Kremer, a candidate for the bargaining committee. "In the past, it's been up to TDU members to come up with a plan to win what we need."

In addition to wage gains, Teamster activists are pushing to tighten up wage

progression, an ironclad no-privatization agreement to protect jobs, and improvements to retirees' health savings account.

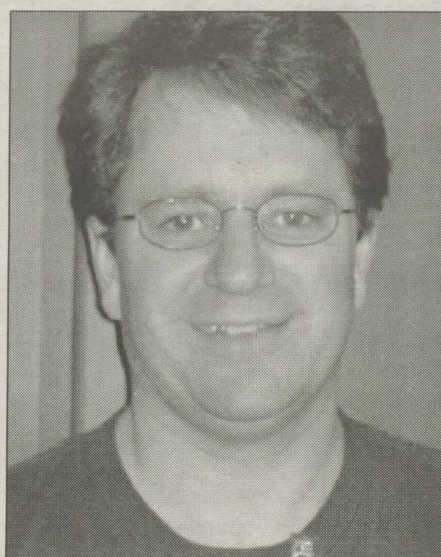
"We have a pension plan, and we're proud of that. But many members can't afford to retire because of pricey health care premiums," Kremer explained. "Retiring members should be able to put unused sick days into health care savings accounts. Employees at Minnesota technical colleges have already won this benefit."

Family leave is also an issue. Right now, some departments allow new parents to take their parental leave in flexible chunks. But others won't. Rank and file leaders have won the support of sympathetic faculty members who want to push the administration for a more flexible and fair rule.

Keep Members in the Loop

The local reformers are committed to keeping the membership informed about bargaining. "We have a commitment to openness," Jensen said. "In the past, the local tried to keep a lid on what was going on in bargaining. We won't be secretive. We want to get information out to the members, because we're counting on their support."

"This is our chance to lead," Kremer said. "We can get a strong contract if we get the membership to support our demands at the table."



Bargaining from a Position of Strength

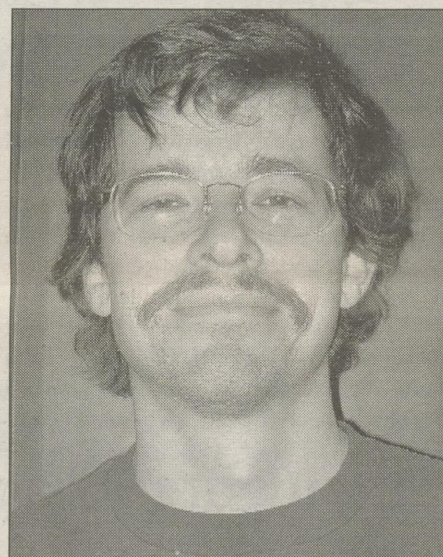
"We're bargaining from a position of strength this year. Some of the new people in the legislature got there because voters are so mad at funding cuts for education. We've got to use this opportunity to get the best contract we can for the workers who make the school operate."

Erik Jensen
Local 320, Univ. of Minn.
Minneapolis

Our Chance to Lead

"Our union leaders usually don't have an organized plan. In the past, it's been up to TDU members to come up with a plan to win what we need. This is our chance to lead. We can get a strong contract if we get the membership to support our demands at the table."

David Kremer
Local 320, Univ. of Minn.
Minneapolis



A Wise Investment?

Central States Puts Stock in Wal-Mart

The Central States Pension Fund has invested \$54 million in Wal-Mart, a notorious union-buster.

According to financial documents released by Central States, the fund owns \$34.8 million in Wal-Mart stock and another \$10.9 million in Wal-Mart bonds.

Since Central States invested in Wal-Mart, the fund has lost over \$1.8 million on the stocks and \$1 million on the bonds.

Central States also owns \$8.8 million in Wal-Mart de Mexico. This stock has increased its value since the fund bought it.

With the labor movement and Change to Win uniting to fight back against Wal-Mart's anti-union policies—and with Wal-Mart being such a bad investment—Teamster members have to ask: Why is



The Central States Pension Fund has invested \$54 million in Wal-Mart.

Central States banking our retirement money on Wal-Mart?

University of Chicago Teamsters Organize for Higher Raises

With no support from their local, Teamsters at the University of Chicago are getting ready for a rank-and-file contract campaign. The contract between Local 743 and the university expires on March 1.

Rank-and-file activists are circulating a petition calling for increased job security, fair treatment from managers, and a raise above the cost of living. "We usually get a three percent annual raise," said Joe Sexauer, a Local 743 clerical at the university. "We want to do better this time, but we shouldn't give up job security for a few extra pennies either."

The Local 743 contract covers over a thousand clerical and blue collar jobs. The university is one of the biggest employers on Chicago's South Side.

So far, the local has done little to pre-

pare to win a good contract. Rank and file leaders are stepping forward to help do the job.

"We usually get a three percent annual raise. We want to do better this time, but we shouldn't give up job security for a few extra pennies either."

"Last time the local let the contract stay expired for over a year before we got an agreement," Sexauer said. "We can't let it drag on. They just use the retro pay as an incentive to vote for an inferior contract. They bribe us with our own money, and that demoralizes the members."

Capitol Hill Steward



House Committee Says Yes to Employee Free Choice Act

The House Education and Labor Committee voted by a 26-19 margin on Feb. 15 to send the Employee Free Choice Act (H.R. 800) to the full House for a vote in the coming months.

The Employee Free Choice Act would give workers greater freedom to join a union by:

- Establishing stronger penalties for violations of employee rights when workers seek to form a union and during first-contract negotiations,
- Providing mediation and arbitration for first-contract disputes, and
- Allowing employees to form unions by signing cards authorizing union representation.

The committee voted 26-19 in favor of advancing the legislation (H.R. 800). The toughest obstacles are ahead. The day before the committee vote, Vice President Dick Cheney appeared at a National Association of Manufacturers (NAM) meeting to promise a veto from President Bush.

The NAM event was held to kick off the group's lobbying effort against the bill. Our congressional representatives need to hear from us.

Visit www.tdu.org and www.teamster.org to take action online to support the Employee Free Choice Act.

Employers Attack Family Medical Leave

Employers have been pushing for changes to water down the Family Medical Leave Act (FMLA) for a long time. Now the Department of Labor is giving them a chance. The DOL just closed a commentary period where they officially sought suggestions for how to change the FMLA.

Employer groups flooded the DOL with comments to push for changes that would gut our FMLA rights by:

- making it harder for workers to qualify for a "serious health condition;"
- requiring employees to produce a doctor's excuse every time they use intermittent leave;
- watering down protections that restrict employers from contacting our doctors;
- making it easier to deny family medical leave.

Although the DOL says it will be fair and objective, this is the same agency that revised overtime regulations just a few years ago to take away overtime rights from many employees. If we want to protect our rights, we've got to make our voices heard.

Teamsters for a Democratic Union produced a flyer to alert Teamsters to this threat and spread the word through the TDU website and Teamster-to-Teamster.

The DOL commentary period closed on Feb. 16. But the threat to the FMLA continues. We will continue to keep you informed.

Dividing Members' Energy Parcel Workers Association: Not the Right Course

A group of UPS workers, with encouragement from management, is attempting to oust the Teamsters Union on a national scale. This outfit, the American Parcel Workers Association, is a wrong turn down a blind alley for Teamsters who want positive change.

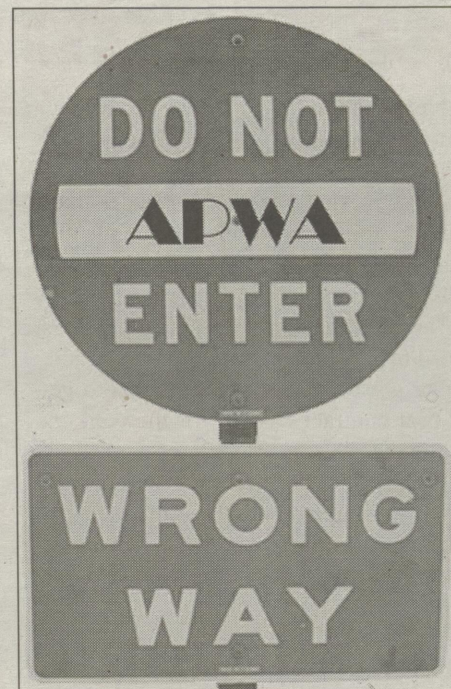
The APWA leaders spread UPS corporate propaganda on our pensions. Check www.MakeUPSDeliver.org for the facts on this matter. The APWA advocates an anti-union "right to work state" posture, insisting that UPS workers should be able to decline to pay their union dues, sticking the rest of us with the bill. Their attorney's firm advertises that they help corporations break unions and force health care concessions on workers. In short, they are against basic union principles.

The APWA has attracted the interest of a number of UPS Teamsters in the South who are frustrated with the Hoffa leadership and the pension cuts imposed by the trustees of the Central States Fund.

The APWA is doomed to fail because the majority of Teamsters are not going to vote out the Teamsters Union and leave behind their pensions, except for their vested rights. They are not going to give up union protection for an untested association.

But in the process, we are concerned that this organization can divert membership energy into a blind alley. Teamsters fed up with pension cuts and leaders who lie to them may head down that alley, instead of on a positive road for change.

If UPS Teamsters want change, and many do want change in our union, we have the tools to make it happen. First of all, we can elect our top IBT officials. James Hoffa was reelected Teamster president in November with 174,900 votes. There are 230,000 UPS Teamsters, and the number is growing. Do the math: UPS workers have the power to elect our top leaders. We can elect leaders in our



local unions. And we have a right to vote by secret ballot, by majority rule, on our contract and contract supplements.

Are those hard to accomplish? You bet. But they are a hell of a lot easier than uniting 230,000 Teamsters to leave their union to end up with no protection.

It was Teamsters for a Democratic Union that fought for and won all these rights.

If Teamsters had been distracted into anti-union efforts like the APWA, we never would have won the right to elect our top leaders or majority rule on our contract votes, or 25-and-out; we would not have won our 1997 strike.

We respect the right of all Teamsters to consider any option. Check out the facts for yourself. If you want positive change, the right course is Teamsters for a Democratic Union, a movement that is 100 percent Teamster, 100 percent non-corruptible, and with a proven track record of positive victories.

Central States Pension Fund

Re-employment Rules Still Unfair

While most Teamster pension plans have some type of "re-employment rule" that prohibits retirees from drawing a pension while performing certain work, the biggest problems with the rule have been with the Central States Pension Fund.

Despite a successful struggle to improve the rule, problems still exist.

Recently the fund trustees went after a Teamster retiree in Ohio who was working driving used cars—not on a truck, just driving used cars to an auction site. He had been told by his own local union that this work was perfectly OK, and the local backed him on that in writing. When the fund went after him, he immediately quit his part-time work, but that

wasn't enough for the fund. They are demanding all his earnings be paid to the fund. The case is on appeal now.

While mean-spirited problems like this persist, the Central States Pension Improvement Committee (CSPIC) and Teamsters for a Democratic Union have won great gains in making the rules more fair and understandable.

A summary of the reemployment rules are available at the www.centralstates-funds.org or from TDU.

One question that comes up not contained in those rules is found in federal law: after age 70.5, no pension plan can impose any re-employment rule, and a Teamster can collect a pension while continuing at their Teamster job.

Get the word out! Distribute *Convoy Dispatch*. Bundles come in sizes from 10 copies (\$5/an issue) to 100 copies (\$14/an issue) or more. To order or for more information: (313) 842-2600.

How Long Can Rail Teamsters Go Without a National Contract?



Why We Need Rail Unity UTU Trainmen Strike in Canada

Over 2,800 members of the United Transportation Union (UTU) went out on strike against Canadian National Railways at midnight on Saturday, Feb. 10. According to Rex Beatty, general chairman of one of the four Canadian general committees on strike, trainmen on the CN want longer break periods and a pay raise. The strike continues as we go to press.

The striking Canadians are getting no support from their International. UTU International President Paul Thompson has refused all aid to the strikers: "Rather than having the assistance of the largest railroad union in North America and the substantial resources of the International on their side, our brothers and sisters in Canada have been put in a position of having to fend for themselves."

Union Lawyers Side with the Railroad

The Canada Industrial Relations Board met with union and company representatives on Feb. 13. Siding with the railroad, lawyers for the UTU International asked the CIRB to declare the strike illegal. The Board postponed any decision.



Over 2,800 Canadian members of the United Transportation Union (UTU) went on strike against the Canadian National Railway on Feb. 10. The US leadership of the UTU refuses to support the strike.

The Teamsters Canada Rail Conference has issued a statement wishing the UTU "total success" in their strike, but BLET members in Canada are legally prevented from honoring the strikers' picket lines. "This is exactly why we need a democratic merger of the BLET and UTU," said Ed Michael, a member of BLET Div. 724. "We should all be united when we go up to fight the carriers."

Rail Teamsters are starting to wonder just how long they can go without a new contract. Negotiations began in 2004 between the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the National Carriers' Conference Committee, but the two parties have still not agreed to a new contract.

The talks stalled when the carriers demanded single-crew operation of trains. Both the BLET and the UTU refused to budge over the issue.

Health Care Costs: Out of Control

Teamster engineers are paying for working without a contract. With no new contract, the carriers are free to pass increased costs along to BLET members. At the start of negotiations, rail Teamsters paid \$100 a month for their health insurance. Now that number has shot up to \$148 a month.

The failure to conclude negotiations has also kept some areas from keeping up in terms of wages and working conditions.

"On the Illinois Central, their general

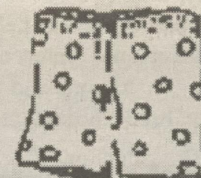
committee made a separate deal," said Hugh Sawyer, Local Chairman of BLET Div. 316. "Their agreement raised their wages significantly above the baseline set by the national agreement."

Many rail general committees make separate deals in addition to the national agreement on wages and work rules.

Negotiations began in 2004 between the BLET and the National Carriers' Conference Committee, but the two parties have still not agreed to a new contract.

We don't think the carriers can win single-crew train operation in this round of bargaining. But even if a new contract is wrapped up this year, new bargaining is scheduled to start again in 2008. And the Union Pacific and other Class 1 railroads are actively pursuing technologies like satellite train operation that could theoretically allow single-crew operation—at a huge potential safety risk.

Labor Shorts



Hoffa Fires Dan Virtue for Running for Office

In January Eastern Freight Director Dan Virtue was removed from his position by Teamster President Hoffa. Virtue immediately filed a protest with the Election Supervisor, charging retaliation because he ran as an independent candidate for Eastern Vice President.

Ironically, Virtue's last work for the Freight Division was to help prevent Yellow from misusing a Premium Service Change of Operations.

The Hoffa administration is apparently claiming that they just want to save money by not paying his \$45,000 IBT salary. We're all for saving union funds, but this administration pays hundreds of multiple salaries and pensions, holds meetings at expensive resorts, and has let International reps run up astronomical restaurant bills.

Virtue made a point at the IBT Convention last June of stating that he was not affiliated with Teamsters for a Democratic Union. It seems that offers no protection from the Hoffa's administration's narrow-minded need to have only loyal followers on the union staff.

Does that policy help build a stronger Teamsters Union, or a cadre of flunkies?

Milwaukee Local 200 President Referred to IRB

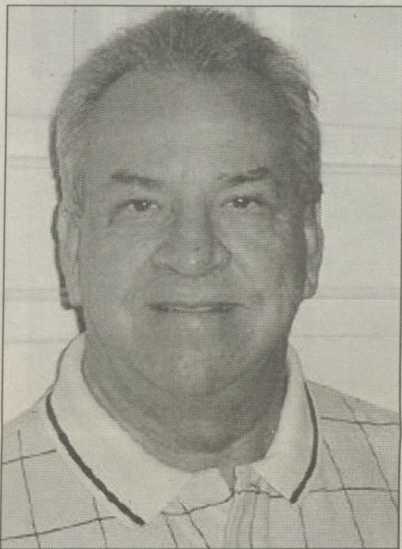
Tom Bennett, the new president of Local 200, was caught by the Election Supervisor illegally using the union membership list in his campaign for local union office against reform leaders Tim Buban and Darryl Connell. In addition, the Election Supervisor ruled that Bennett lied to investigators in an attempt to cover it up. Bennett was fined \$500 and on Jan. 26 the Election Supervisor referred the matter to the Independent Review Board (IRB) for further investigation and action.

Bennett obtained the membership list via the Hoffa Campaign last fall. That election has been protested to the U.S. Department of Labor, in part because of Bennett's actions.

Get Involved. Make a Difference.

**Teamster members are in a showdown with employers.
TDU is leading the fight to protect our standards.**

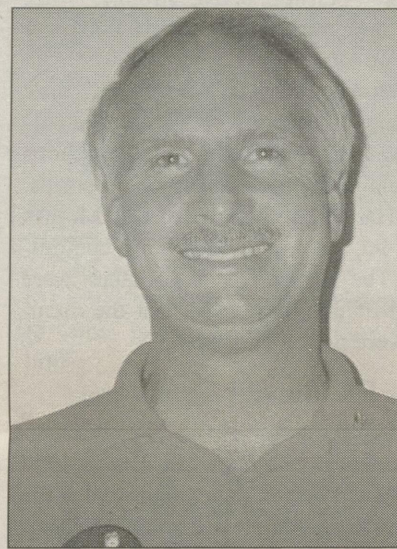
Get It Straight in Freight



"Freight Teamsters are *not* going to have a chance to vote on the contract at UPS Freight, but it's going to affect our future big time. We need to make sure that those guys up in Indianapolis win a contract that protects our standards in freight—and that protects our pensions too. It's up to us to hold Hoffa to his word. I'm going to be getting the message out. We need to get it straight at UPS freight."

Ron Melton
Local 480, Yellow
Nashville, Tenn.

Save the Carhaul Contract

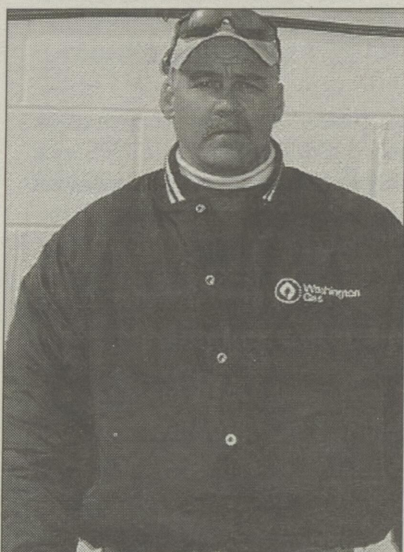


"Compromise is wrong when it means sacrificing principles and people. Carhauling Teamsters can preserve a better future by standing firm in defense of our contract."

"I don't know where we would be without TDU giving us that clear focus. Get off the fence and get involved."

Matt Studd
Local 327, Cassens
Nashville, Tenn.

D.C. Teamsters Build TDU



"I have been a union member for 25 years. I joined TDU because I feel our current executive board has lost touch with reality in how a union is supposed to be run. A democratic union is what I'm looking for, and there is strength in numbers. I want to take a stand for what is right and build the strength of our membership. That's what TDU stands for."

Michael Hoepfl
Local 96, Washington Gas
Washington, D.C.

**For a Stronger Union
Build TDU**

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.